



YWCA IS ON A MISSION

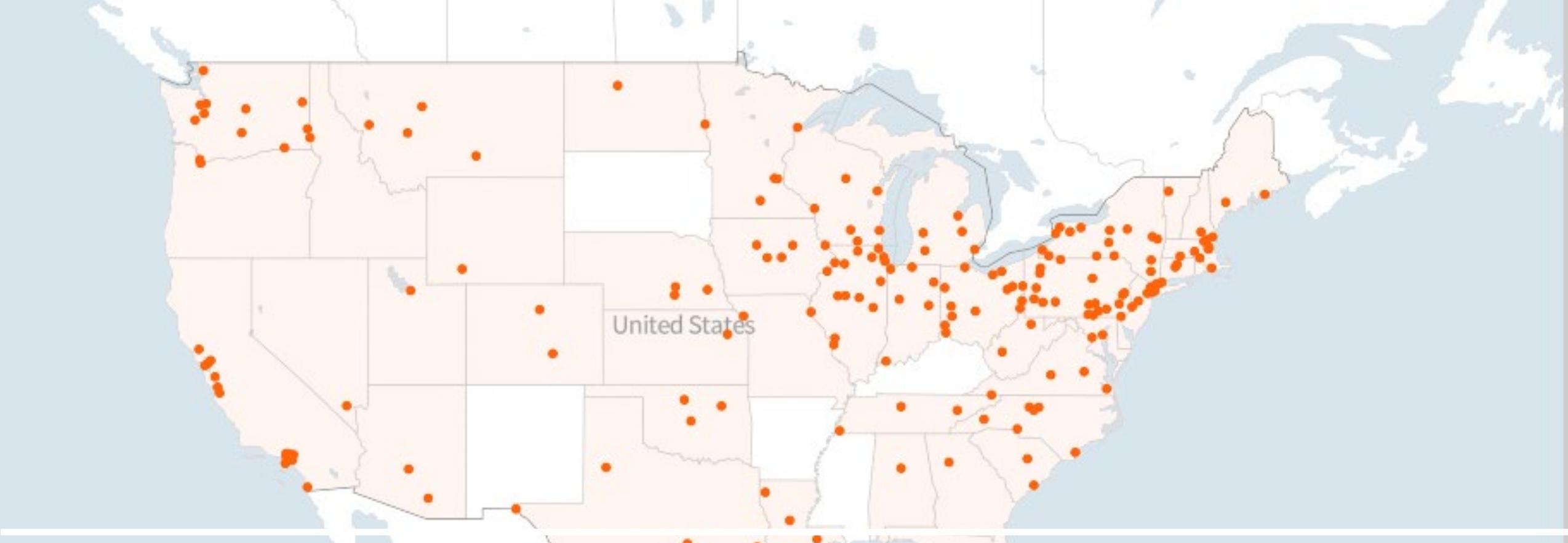
Eliminating racism, empowering women, promoting peace, justice, freedom and dignity for all.

Until Justice Just Is

Federal Reserve Bank of NY

September 24, 2020

eliminating racism
empowering women
ywca

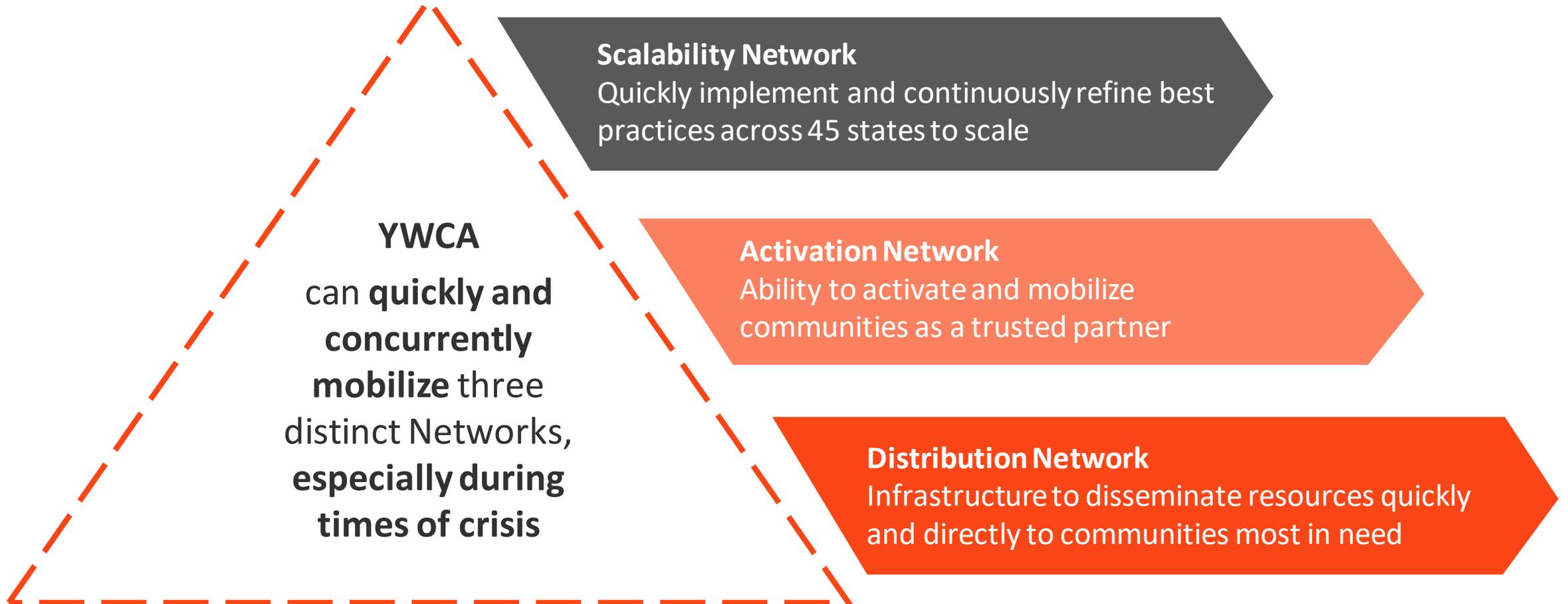


YWCA Interactive Map



YWCA as a Catalyst

Our Network strength positions us as Catalyst for growth and change in communities



YWCA Critical Services

YWCA supports the lifecycle of children, women and families in the United States

Children and Education

- Childcare
- Early childhood education
- Afterschool programming
 - Summer camps
 - Enrichment

Economic Empowerment

- WE 360-Women's & Minority Entrepreneurship
- Workforce Development
 - Access to Capital



Families

- Gender-based violence
- Affordable housing
- Emergency Shelter
- Supportive and transitional housing
- Barrier reduction (food, transportation, childcare)

Community Resilience

- Networked, but locally tailored response
- Capacity building and leadership across the networks
- Advocacy at local, state and Federal level



**AMERICA,
DO BETTER.**

advancing equity
improving lives
ywca

Social Impact in Action

Alejandra Y. Castillo
CEO, YWCA USA

**NO PERSONS
IS ILLEGAL**

eliminating racism
empowering women
ywca

OUR MISSION IN ACTION



2.3MILLION+

Women, girls and children enrolled in YWCA local associations nationwide.



500,000+

Women and children benefiting from prevention programs focused on sexual assault, trafficking, domestic violence and more.



160,000+

Community members involved in programs to eliminate racism.



260,000+

Women and girls being empowered, advancing economically and becoming leaders through YWCA programs.



300,000+

Women and families benefiting from YWCA health, wellness, recovery and training programs.



145,000+

Women and children finding security in YWCA housing, food assistance and immigration assistance programs.



www.ywca.org



[@ywcausa](https://www.instagram.com/ywcausa)



[@ywcausa](https://twitter.com/ywcausa)



[@ywca.org](https://www.facebook.com/ywca.org)

YWCA 2017 Metrics and Impact Report
YWCA USA at a Glance

**YWCA
IS ON A
MISSION**

POWERING | YWCA's Collective Social Impact



52,000+

Board Members and Program Volunteers



12,500+

Staff members



1,400+

Community and corporate partnerships



92,000+

Individual and business donors



\$1B+

Net assets

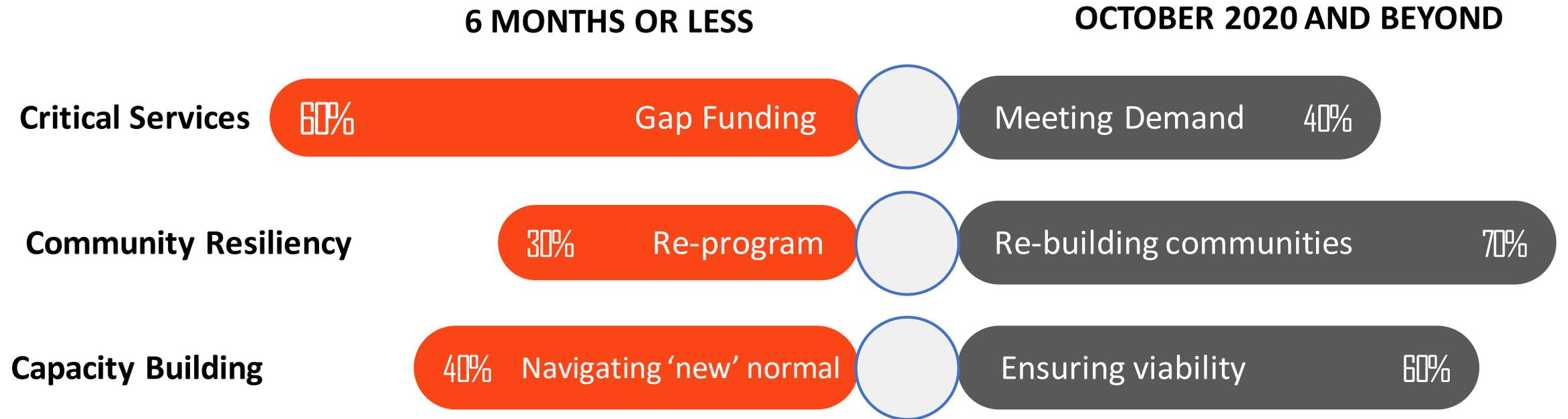


\$660M+

Revenues earned annually to provide services

The Need is Now: COVID-19

We are raising funds for the Short and Long Term



The Need is Now: COVID-19

We are raising funds for the Short and Long Term

25

Million Dollar Fund for short-term operating grants and long-term loans for re-building...

5

Million already committed through internal resources and generous sponsors

20

Million needed to ensure the continued support of 2.3 million women, children and families in 45 states each year

eliminating racism
empowering women
ywca

Q Select Language FIND YOUR YWCA DONATE ACT NOW QUICK ESCAPE

About YWCA USA What We Do Get Involved Connect YWCA and COVID-19



Home > YWCA COVID-19 Emergency Relief and Community Resiliency Fund

SHARE OUR SITE ON     

YWCA COVID-19 Emergency Relief and Community Resiliency Fund

Thank you for your support now and in the future! You are helping YWCA remain on the front lines of response and recovery in communities across the country, meeting the needs of the most vulnerable children, women and their families

\$50	\$100	\$250	\$500	\$1000	OTHER AMOUNT
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YWCA is on the front lines of COVID-19 response and recovery. In this time of tremendous uncertainty and fear, our communities' most vulnerable children,

<https://www.ywca.org/covid-fund/>

Justice & Equality is our Legacy

1850



1950s

YWCA pushed to integrate racially segregated housing at associations across the U.S.



1970

The One Imperative adopted at national convention "To thrust our collective power towards eliminating racism wherever it exist by any means necessary."

**UNTIL
JUSTICE
JUST IS**

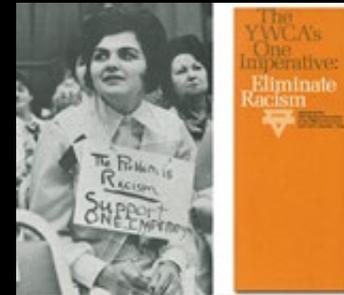
1920

YWCA Montclair-North Essex Social Center for Black women



1963

YWCA pushed to integrate racially segregated housing at associations across the U.S.



2020

YWCA national launches Until Justice Just Is to leverage our collective power to eradicate racial injustice

In the movies, we have superheroes.

To swoop down and put an end to all the evil that surrounds us.

To obliterate the hate that pervades our streets and communities.

To save us from ourselves and all this unnecessary injustice.

Sometimes, we wish there were superheroes.

But this is the real world.

Superheroes won't rescue us.

Superheros can't fix this.

Only we can.

Together, we are combining our powers.
Forging together our collective strengths.
And fighting racism, hatred, discrimination and injustice.

Until Justice Just Is.

[PSA Video](#)

FIGHTING FOR RACIAL JUSTICE

Blueprint for YWCA USA's national strategy

Advocacy & Civic Engagement

- Support key federal policies & legislation
- #StandAgainstRacism
- Voter registration, mobilization & education
- RJ Community Forums
- Technical assistance, training & toolkits to local YWs for community engagement efforts

Communications

- Communications toolkits & digital resources for local YWs
- Racial Justice podcast series
- Virtual National Convening for Network
- Develop & amplify strategic nonprofit & corporate partnerships

Cross-Network Programs

- Cross-network racial justice program evaluation & impact assessment
- Evaluate and scale most effective RJ programs
- Virtual National Convening for Network

FIGHTING FOR RACIAL JUSTICE

Local YWCA Programming at a Glance

[Creating Equitable Organizations \(YWCA Madison, WI\)](#)

Provide support to local organizations in a change process to transform their culture to center diversity, equity, and inclusion

[Heritage Panel \(YWCA Central Alabama\)](#)

Program for middle schools and high schools focused on anti-discrimination, bullying, and harassment

[Racial Equity Institute \(YWCA Greater Charleston, SC\)](#)

Organizations sponsor board members, executives, staff, or volunteers to attend, or individuals attend on their own to help their communities address institutional racism

[“ Why Can’t They Just...?” \(YWCA San Antonio, TX\)](#)

Project will provide smartphones to women served by YWCA San Antonio to allow them to video themselves as they navigate poverty-related challenges and tell their stories in their own words.

youth

[The Art of Being an Ally \(YWCA Greenwich , CT\)](#)

Virtual conversations on how white women can find their place on the new frontlines

[Catalyst Circles \(YWCA Metropolitan St Louis, MO\)](#)

Cross-racial dialogue and study group. White participants are asked to complete Witnessing Whiteness before joining

[Community Healing Circles \(YWCA Metropolitan St Louis, MO\)](#)

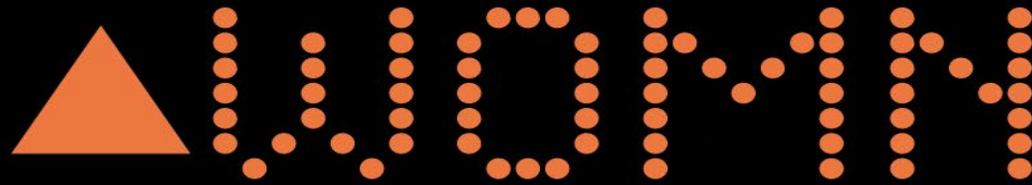
Group gathering and process for black community members only to share stories, detoxify trauma and find healing.

Our work, Our voice, Our impact.

The moment is now for our collective voices to be heard across our nation.



YWCA WOMN ETF



Invest in change. Together with the YWCA, the WOMN ETF aims to put the power to empower women in everyone's hands.



Click here to view
the video:

<https://vimeo.com/showcase/6718486?video=451828432>

II. About the WOMN ETF

- ❑ YWCA USA has partnered with [Impact Shares](#), a nonprofit organization, to create a first-of-its kind Exchange Traded Fund (ETF). (NYSE: WOMN).
- ❑ The WOMN ETF:
 - Evaluates 1,200 companies and selects the top 200 companies based on 19 criteria.
 - Tracks the Morningstar Women's Empowerment Index built with [Equileap's](#) data and scoring methodology, which is designed to provide exposure to companies with strong policies and practices in support of women's empowerment and gender equality.
- ❑ To be considered, companies must:
 - Have a primary listing on a U.S. national securities exchange,
 - Have average market capitalization of at least \$2 billion over the past 12 months and average daily trading volume of \$5 million; and
 - Not derive majority revenue from weapons, gambling, or tobacco industries.

II. About the WOMN ETF, continued

□ Companies are ranked according to a score assigned by [Equileap](#) based on 19 criteria within the following categories:

- **Gender balance in leadership and workforce**

- Non-executive board
- Executives
- Senior management
- Workforce
- Promotion and career development opportunities

- **Equal compensation and work life balance**

- Fair remuneration
- Equal pay
- Parental leave
- Flexible work options

- **Policies promoting gender equality**

- Training and career development
- Recruitment strategy
- Freedom from violence, abuse, and sexual harassment
- Safety at work
- Human rights
- Social supply chain
- Supplier diversity
- Employee protection

- **Commitment, transparency, and accountability**

- Commitment to women's empowerment
- Gender audit

II. About the WOMN ETF, continued

- ❑ Every year, companies that comprise the WOMN ETF are reevaluated and receive a new Gender Equity Score.
- ❑ The WOMN ETF was launched on August 27, 2018.
- ❑ Impact Shares will donate the net advisory fees from the management of the WOMN ETF to the YWCA USA.
- ❑ YWCA USA will use the revenue to establish a YWCA Innovation Fund.
- ❑ The mission of the YWCA Innovation Fund is to drive social change by lifting up and scaling YWCAs innovative programs and initiatives.

YWCA + You

Opportunities for impactful partnership around gender equity and racial justice

Dismantling Systemic Racism & Empowering Communities of Color by Catalyzing Economic Opportunity

Potential areas for investment:

- Childcare
- YWCA USA racial justice advocacy and engagement efforts
- COVID-19 Emergency Relief and Community Resiliency Fund
- Financial literacy
- WE360- Women & minority entrepreneurship
- The Future of Work: Skills and Workforce development
- Domestic Violence Survivor Assistance